

# Leicestershire Communication & Interaction School

## PERSON SPECIFICATION

At Dorothy Goodman School we subscribe to the “Framework for Ethical Leadership in Education”. We believe fervently that schools and colleges serve children and young people in order to help them grow into fulfilled and valued citizens. As role models for the young, how we behave as leaders is as important as what we do.

<b>PROFESSIONAL EXPERTISE - QUALIFICATIONS</b>	<b>Where tested? A = Application I +Ac = Interview and/or Activities R = References</b>	
Qualified teacher status	A	
Studying for/completed NPQH <b>or</b> evidence of relevant postgraduate study <b>or</b> significant previous experience as a headteacher or similar role.	A	
<b>PROFESSIONAL EXPERTISE - EXPERIENCE</b>		
At least 4 years senior leadership experience and experience of managing complex tasks within a school	A	
Evidence of successful implementation of strategies for raising achievement	A I+Ac R	
Evidence of successful improvement planning and target setting for improvement	A I+Ac R	
Experience of working with parents and governors	A I+Ac R	
<b>PROFESSIONAL EXPERTISE – KNOWLEDGE AND UNDERSTANDING</b>		
Knowledge of a range of curriculum models, good practice and research with regard to the phase of education most familiar to candidate and education of pupils with communication and interaction difficulties	A I+Ac R	
Evidence of an understanding of the school’s role in the community and how to work successfully with outside agencies	A I+Ac R	
Knowledge of the characteristics of an effective school and the contribution that evidence from inspection, self-evaluation and research can make to professional and school development	A I+Ac R	
Knowledge of how to lead teams in order to initiate and manage change	A I+Ac R	
Knowledge of school budget planning to ensure that resources are deployed to maximum benefit of learners	A I+Ac R	
<b>PROFESSIONAL LEADERSHIP QUALITIES</b>	<b>Where tested? A = Application I +Ac = Interview and/or Activities R = References</b>	
<b>The successful applicant should exhibit these principles or virtues in their professional behaviour. They should actively promote and robustly support them and be willing to challenge poor professional behaviour or practice wherever it occurs.</b>		
<b>Trust : Successful leaders are trustworthy and reliable.</b> The successful candidate will hold trust on behalf of children and should be beyond reproach. The successful candidate will be honest about their motivations.	I+Ac R	
<b>Wisdom : Successful leaders use experience, knowledge and insight</b> The successful candidate will demonstrate moderation and self-awareness, acting calmly and rationally, serving the school with propriety and good sense.	A I+Ac R	

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<b>Kindness : <i>Successful leaders demonstrate respect, generosity of spirit, understanding and good temper</i></b> The successful candidate will listen. The successful candidate will give difficult messages humanely where conflict is unavoidable.	A I+Ac R	
<b>Justice : <i>Successful leaders are fair and work for the good of all children.</i></b> The successful candidate will seek to enable all young people to lead productive, happy and fulfilling lives	A I+Ac R	
<b>Service : <i>Successful leaders are conscientious and dutiful.</i></b> The successful candidate will demonstrate humility and self-control, supporting structures, conventions and policies which safeguard quality. The successful candidate's actions ensure high quality education.	I+Ac R	
<b>Courage : <i>Successful leaders work courageously in the best interests of children and young people.</i></b> The successful candidate will protect the safety of the children and young people and their right to a broad, effective and creative education. The successful candidate will hold colleagues to account courageously and, in turn, accept being held to account themselves.	A I+Ac R	
<b>Optimism : <i>Successful leaders are positive and encouraging.</i></b> Despite difficulties and pressures, the successful candidate will ensure the school offers excellent education at all times with a drive to change the world for the better.	A I+Ac R	
<b>PERSONAL QUALITIES</b> <b>The successful applicant should exhibit the following personal characteristics.</b>	<b>Where tested?</b> A = Application I +Ac = Interview and/or Activities R = References	
<b>Selflessness</b> : The successful candidate should act solely in the interest of children and young people	I+Ac R	
<b>Integrity</b> : The successful candidate must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. Before acting and taking decisions, they must declare and resolve openly any perceived conflict of interest and relationships.	R	
<b>Objectivity</b> : The successful candidate must act and take decisions impartially and fairly, using the best evidence and without discrimination or bias. Leaders should be dispassionate, exercising Judgement and analysis for the good of the children and young people.	A I+Ac R	
<b>Accountability</b> : The successful candidate will be accountable to the pupils, parents and the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.	I+Ac R	
<b>Openness</b> : The successful candidate should act and take decisions in an open and transparent manner. Information should not be withheld from scrutiny unless there are clear and lawful reasons for so doing.	I+Ac R	
<b>Honesty</b> : The successful candidate should be truthful.	R	